

Equal Opportunity

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Program Goal

The Equal Opportunity Department promotes and enforces equal opportunities for both City employees and the general public through a wide range of education, community involvement, and enforcement programs. These programs are carried out by a combination of staff and volunteer panels appointed by the Mayor and City Council.

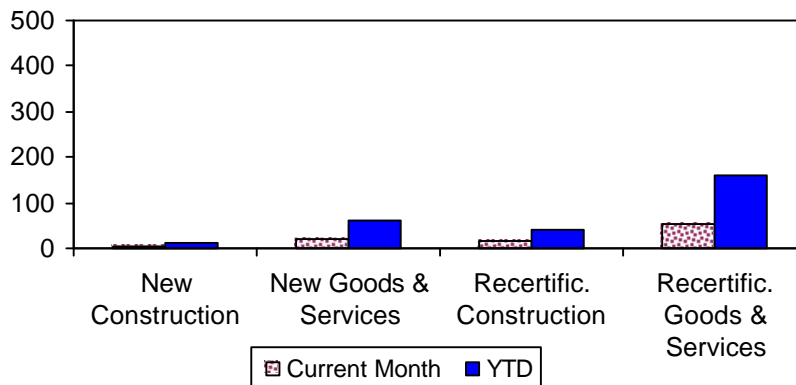
Key Services

Certification of minority, women, disadvantaged, and small business enterprises (M/W/D/SBEs); M/WBE goals compliance; affirmative action compliance for City suppliers and contractors; federal DBE contract compliance; staff support to the Phoenix Human Relations Commission, Mayor's Commission on Disability Issues, and Phoenix

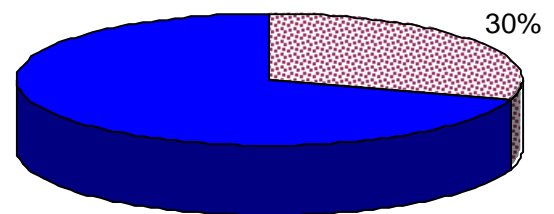
Women's Commission; investigation of discrimination complaints; fair housing and fair employment education and outreach; implementation of the City's business and employment affirmative action and ADA compliance programs; training on disability issues, affirmative action, sexual harassment prevention, and equal opportunity.

Phone: (602) 262-7716

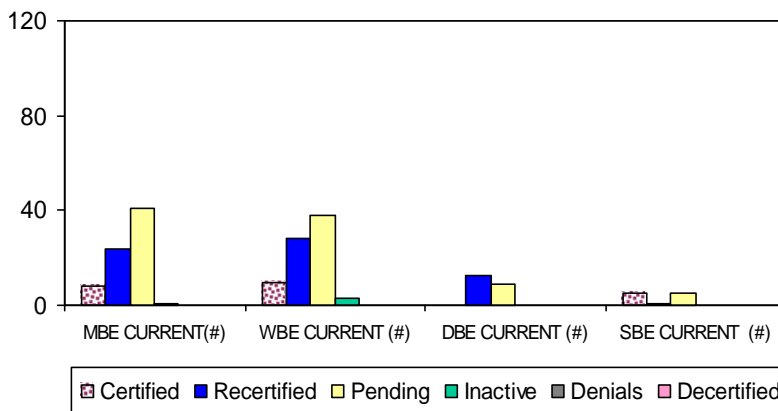
M/W/D/SBE* Certification Applications Received (Monthly)



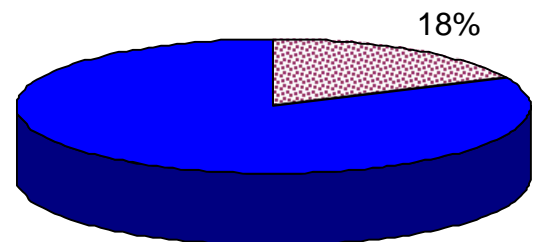
M/W/DBE* Certifications Percent of Goal (Fiscal Year Goal: 800 Certifications)



M/W/D/SBE Certification File Disposition (Monthly)



SBE Certifications Percent of Goal Reached (Fiscal Year Goal: 500 Certifications)**

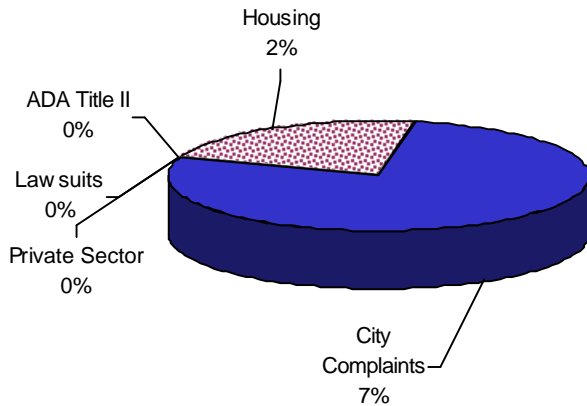


*M/W/D/S/BE – Minority/Women/Disadvantaged/Small Business Enterprise

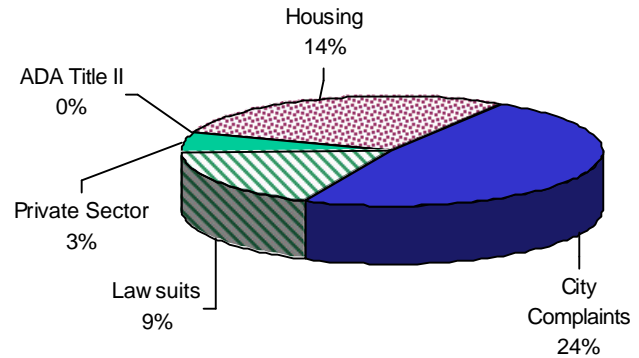
** SBE – Small Business Enterprise

Equal Opportunity $\frac{3}{4}$ continued

**Discrimination Complaints Received
(Current Month)**

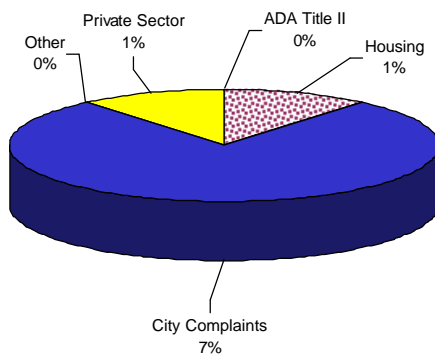


**Discrimination Complaints Received
(Year-to-Date)**

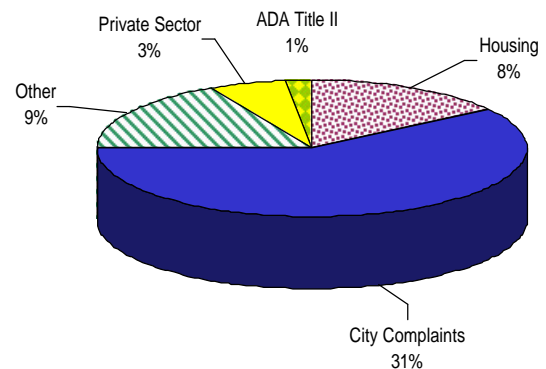


- Total discrimination complaints received this month = **9**
- Total discrimination complaints received year-to-date = **50**
- Total discrimination complaints pending = **76**

**Discrimination Complaints Resolved
(Current Month)**

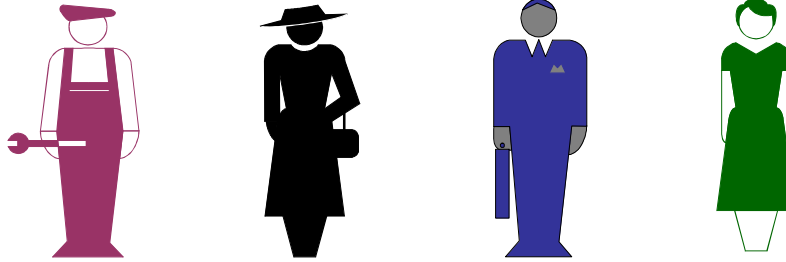


**Discrimination Complaints Resolved
(Year-to-Date)**



- Total discrimination complaints resolved this month = **19**
- Total discrimination complaints resolved year-to-date = **52**

Equal Opportunity ³/₄ continued



Comments/Highlights

M/W/S/DBE Program and Outreach – On September 15, department staff conducted a Certification and Business Opportunity Workshop at Burton Barr Central Library, 1221 N. Central Avenue. Approximately 29 individuals representing businesses in goods and services and the construction industry attended the presentation. Certification packets were distributed to attendees. Attendees gave the presentation an overall rating of 8.9 on a scale of 1 to 10. The next workshop will be held on October 14 at Phoenix City Hall.

Human Relations Commission - On September 15, department staff facilitated the Phoenix Human Relations Commission meeting held at the Islamic Community Center of Phoenix (ICCP), 7516 North Black Canyon Highway, Phoenix, Arizona 85051. Highlights of the meeting included:

- A tour of the facility, which doubles as a Mosque.
- Introduction, Overview of Background, and History of the Islamic Community Center of Phoenix (ICCP)
- Presentation on ICCP Programs and Activities
- Discussion on Civil Rights, Hate Crimes, and other Issues in the Islamic Community
- Discussion to re-engage with the Phoenix Police Department in developing an Islamic Community Liaison Advisory Committee

Diversity Brown Bag Presentation - On September 19, department staff facilitated the *Faces of Diversity* brown bag presentation held in the City Council Chambers, 200 West Jefferson. Eduardo Martinez, a Cuban immigrant to the United States, shared his life experiences in that country. Bob Rink, City photographer, shared some of his photos about the country as part of the presentation entitled "*Through Each Others Eyes Cuba Exchange*". More than 120 people attended the presentation.

Race Equality Week - On September 30, department staff coordinated the City Race Equality Week commemoration. The National League of Cities designated September 29 through October 4 as Race Equality Week. More than forty HRC and PWC members, community leaders, City Council members and City staff attended the diversity conversation and reception held in the East Lobby of the Calvin C. Goode Building, 251 West Washington Street. Michael Kelly of the Mayor's Office read the Proclamation and Channel 11 taped the event.